



# New Jersey State Police

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## Extraordinary Career Benefits

As a state-of-the-art law enforcement agency that offers more than 120 career paths, the New Jersey State Police will demand the best of your intelligence, character and stamina. The pride and satisfaction that come from a job well done and from helping your fellow citizens are often the first rewards that come to troopers' minds. But the New Jersey State Police complements these intangible rewards with a strong compensation package. The State Police offers a competitive starting salary, a sound health benefits package, a generous life insurance plan and strong retirement options.\*

\*Salary and benefits are contractual and subject to the state appropriations process.

### Starting Salary

The current starting salary for a trooper is \$50,334.44 (including uniform allowance). The second-year total compensation jumps to \$56,244.64. Troopers also receive yearly increments. All recruits receive \$780.80 every two weeks, plus overtime pay. Room and board are also provided while training.

### Work Schedule

Troopers typically work a 40-hour week on a variety of schedules. Overtime is voluntary, except in unusual circumstances, and is rewarded with premium pay or compensation time.

**Career Benefits cont. on page 4 ►**



# New Jersey State Police

## What it Takes to Get in

### Minimum Requirements to Apply

#### Education

Candidates must have (1) a bachelor's degree or (2) an associate's degree or (3) 60 semester college hours plus at least two years of satisfactory employment or military experience.

#### Age

All applicants must be at least 18 years old on the date of the written examination and must not reach their 35th birthday prior to the graduation date of the State Police class for which they are applying.

#### Citizenship & Residency

Only citizens of the United States are eligible to take the written examination. You must be a resident of New Jersey at the time you graduate from the State Police Academy.

#### Driver's License

Applicants must have a current valid automobile driver's license at the time the background investigation begins.

#### Background

Applicants must have a good reputation and be of sound moral character. Factors that can disqualify you for the position of New Jersey State Trooper are listed in the application. An applicant's background will be carefully investigated and the answers that are supplied on the application and written examination are subject to verification. An applicant who has intentionally made a false statement or prac-

ticed, or attempted to practice, any deception or fraud in this initial application, in any examination, interview, application, or in securing eligibility for appointment will be rejected from the selection process. Any misstatement of fact is reason for disqualification for employment, and may be punished by law.

### Selection Process

The selection process consists of an initial application and screening, written examination, physical qualification test, oral interview, background investigation, and, upon conditional appointment, a medical examination and a psychological examination. Appointment to the New Jersey State Police Academy is contingent upon a number of factors including the number of vacancies in the academy class. Enlistment as a New Jersey State Trooper is subject to successful completion of resident training at the New Jersey State Police Academy, the number of funded vacancies available to be filled and selection by the Superintendent of State Police.

#### Physical Qualification Test

To become a qualified trooper candidate, you must be able to:

- ▼ Run 1½ miles in 13 minutes or less.
- ▼ Complete 32 pushups within 2 minutes.
- ▼ Complete 34 sit ups within 2 minutes.

This is the same fitness test that all enlisted State Police personnel are required to pass each year.

# New Jersey State Police

## **What it Takes** *continued*



## **Criteria for Becoming a New Jersey State Trooper**

All qualified candidates will be considered for employment. The State of New Jersey and New Jersey State Police are an Equal Opportunity/Affirmative Action Employer.

Candidates interested in being considered for a trooper position may obtain an initial application by downloading it from our website, any county clerks office, a division recruiter, or the nearest state police station.

The New Jersey State Police application procedure is designed to identify the most qualified candidates. At the completion of each stage of the application process, a decision is made concerning who will continue to be processed. The decision is made based on the totality of the information available on each applicant. Only those applicants meeting the extremely high standards of the New Jersey State Police are selected to continue in the application process.

Before you begin the process of applying for a trooper position you should know that:

- Applicants must not have been convicted of an indictable offense or presently under an indictable conviction expungement, or conviction of any offense involving domestic violence.
- Applicants must be of high moral character and free of any recent major or habitual violations of the law, including drug usage or other activities or associations that would affect credibility as a

police officer. Applicants must not have possessed or used any illegal drug or drugs other than those prescribed or provided by a physician or purchased over the counter (including the use of anabolic steroids after February 27, 1991), or used marijuana or hashish within the past three years.

- Applicants must not have been adjudicated by a court or found by an employer to have violated any person's civil rights in this State or any other State.
- Applicants must not have been convicted of driving while intoxicated two times in his/her lifetime or once within the past five years in this State or any other State.
- Applicants must not have been dishonorably discharged from any branch of military service or law enforcement agency.
- Applicants must not have ever renounced their United States citizenship.
- Applicants must not have been terminated or asked to resign from a public office, position, or government employment for misconduct involving such public office, position, or employment.

When you complete the initial application you will be required to answer these and similar questions related to the minimal qualifications for employment. You will be afforded the opportunity to provide an explanation to each question. If you are unsure of how this criteria for qualification applies to you, please contact a State Police Recruiter at 1-877-NJSP-877.



# New Jersey State Police

## **Career Benefits** *continued*

### **Holidays, Vacation and Sick Leave**

- ▼ There are 13 paid holidays a year.
- ▼ Troopers are allotted one vacation day per month in the first year of service, as well as three personal days per year. The initial vacation allotment of 12 days increases after a trooper has been on the job for five years and increases at regular intervals after that.
- ▼ Sick leave is allotted.

### **Health Benefits**

Members of the State Police are offered three options for medical coverage, two options for dental coverage, a prescription drug plan and a vision care program, all of which include benefits for their spouse and children.

The three options for medical coverage are:

- ▼ The Traditional Plan — This plan allows you to use the medical service providers of your choice, requires a yearly deductible and pays 80 percent of your medical expenses.
- ▼ Health Maintenance Organization (HMO) — The HMO plan allows you to choose a plan from seven different HMOs, allows you to choose a primary care provider from a list of participating HMO physicians, requires no deductibles or claim forms, and only a possible co-payment for services. Coverage is not usually provided if you go outside the HMO for services.
- ▼ NJ Plus (Preferred Provider Organization) — Combining features from the traditional and HMO systems, this plan allows you to choose from a network of physicians, usually

covers 100 percent of services in network, and usually requires a \$5 co-payment for services. In addition, with a yearly deductible, this plan allows you to use the medical service providers of your choice and covers 70 percent of the payment for their services.

### **Dental Coverage**

For an optional biweekly payroll deduction, troopers may choose a "traditional" plan or a plan offered through an HMO system.

### **Prescription Plan**

Under the plan offered to troopers (and their spouses and children), virtually all prescription drugs require only a co-payment of \$5. Generic drugs require a co-payment of only \$1.

### **Vision Care Program**

The program provides for a partial reimbursement for the cost of eyeglasses, contact lenses, and the cost of eye examinations.

### **Leaves of Absence**

Leaves of absence are available for such reasons as: pregnancy, child care, education, family leave or military service. These leaves are usually for not more than a year and must be approved.

### **Deferred Compensation Plans**

Members are eligible to participate in a deferred compensation plan or supplemental annuity collective trust plan in order to supplement retirement income.

### **Life Insurance**

Enlisted members are covered by a group Life Insurance Policy that provides 3½ times their final average salaries in a lump sum to beneficiaries.

# New Jersey State Police

## What's in it for You?



## Retirement Package

The State Police Retirement System is overseen by a Board of Trustees which includes two members of the State Police. When a trooper retires, he or she can take advantage of a comprehensive retirement plan. The plan offers a wide variety of benefits, depending on years of service.

### Mandatory Retirement

Everyone in the State Police must retire by age 55 except the Superintendent.

### Pension

▼ Enrollment in the State Police Retirement System (SPRS) is a condition of employment. Your employee contribution will be 7½ percent of your annual salary. (Note: You will not pay pension contributions on your maintenance allowance, but it will count towards your final compensation for pension purposes.)

▼ Service Retirement: After 20 years of service as a New Jersey State Trooper, you are eligible to receive a pension, regardless of age, consisting of 50% of your final compensation.

▼ Special Retirement: After 25 years of service as a New Jersey State Trooper, you are eligible to receive a pension, regardless of age, consisting of 65% of your final compensation plus 1% for each year above

25 years. The maximum benefit that you can receive under a special retirement is 70% of your final compensation.

▼ Deferred Retirement: Troopers who serve for 10 years and then terminate their employment before qualifying for a service retirement are vested and thereby eligible for a pension benefit at age 55. The benefit is 2% of final compensation for each year of SPRS service.

▼ Optional Purchase of Former Membership: You can purchase former membership from a New Jersey State administered pension plan (e.g., PERS, TPAF, PFRS) that could increase your retirement benefit. This service cannot be used to qualify for a Special or Service Retirement. However, it can be used to compute your retirement allowance on the basis of 1% of final compensation for each year of such service credit.

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# New Jersey State Police

## **Retirement Package** *continued*

### **State Paid Health Benefits**

▼ Troopers who attain 25 years of service in the SPRS are entitled to State paid health benefits in retirement according to the terms of the bargaining agreement in effect at the time they reach 25 years of service. The current agreement covering State Troopers does not require any cost sharing by the Troopers.

▼ Troopers who do not attain 25 years of service in the SPRS before they retire or terminate employment may qualify for State paid health benefits in retirement if they have purchased former membership from a New Jersey State administered pension plan. The former membership purchased and the SPRS time must add up to 25 or more years to qualify.

▼ Troopers who do not attain a total of 25 years of state service will be afforded continuous State health benefits coverage at a group rate.

### **Pension Benefits and Disability**

If a trooper retires because of a job-related accidental disability, he or she receives a pension equal to two-thirds of his or her final compensation. If a trooper retires as a result of a non-job-related disability, he or she is eligible for a pension of no less than 40 percent of his or her final compensation.

Information or questions regarding your eligibility for any retirement benefit should be directed to the Division of State Police, Human Resource Management Section, Debra Hanko at (609) 882-2000 ext. 2623, email: [lpphankd@gw.njsp.org](mailto:lpphankd@gw.njsp.org), or Fred Warner at (609) 882-2000 ext. 2621, email: [lppwarne@gw.njsp.org](mailto:lppwarne@gw.njsp.org)

# New Jersey State Police

## What's in it for You?



## More than 120 Career Paths

### An Organization You Can Grow With

One of the remarkable aspects of the New Jersey State Police as a law enforcement agency is the diversity of its career paths.

After spending a period of four years on average performing road patrol functions, troopers can choose from among the many specialty assignments available. From crime scene investigation to community policing, from aviation to marine law enforcement, from forensics to communications, the New Jersey State Police has a specialty area that is sure to suit your unique skills and interests. Some of the specialty units and areas are listed as follows:

- ▼ Alcoholic Beverage Control Enforcement
- ▼ Armorer Unit
- ▼ Arson/Bomb Squad
- ▼ Auditing and Grant Management
- ▼ Auto Theft Task Force
- ▼ Automated Fingerprint Identification System (AFIS) Unit
- ▼ Aviation Unit
- ▼ Ballistics Unit
- ▼ Budget Operations Bureau
- ▼ Commercial Vehicle/Bus Inspection Unit
- ▼ Canine Unit
- ▼ Cargo Theft and Robbery Unit
- ▼ Casino Investigations Unit
- ▼ Commercial Carrier/Safety Insp. Unit
- ▼ Communications Bureau
- ▼ Community Policing
- ▼ Composite Drawing Unit
- ▼ Construction Unit
- ▼ Crime Scene Investigation Units
- ▼ Criminal Records Unit
- ▼ Criminal Justice Records Bureau
- ▼ Criminal Science Unit
- ▼ Criminal Investigation Bureau
- ▼ Diesel Emissions Unit
- ▼ Division of Motor Vehicle Squad
- ▼ Domestic Preparedness/  
Emergency Response Planning Unit
- ▼ Electronic Surveillance Unit
- ▼ Emergency Management Section
- ▼ Equal Employment Opportunity/  
Affirmative Action Bureau
- ▼ Equine Testing Unit
- ▼ Evidence Management Unit
- ▼ Executive Protection Unit
- ▼ Fatal Accident Unit
- ▼ Field Services Unit
- ▼ Field Operations Section
- ▼ Firearms Investigations Unit
- ▼ Fiscal Control Bureau
- ▼ Forensic Photography Unit
- ▼ Forensic Science Bureau
- ▼ Fugitive Unit
- ▼ Hazardous Materials Transportation  
Enforcement Unit
- ▼ High Technology Crimes and  
Investigations Support Unit
- ▼ Information Technology Section
- ▼ Insurance Fraud Unit
- ▼ Intelligence Services Section



# New Jersey State Police

## **Career Paths** *continued*

- ▼ Intelligence Bureau
- ▼ Internal Affairs Investigation Bureau
- ▼ Investigations Unit
- ▼ Major Crime Unit
- ▼ Management Review Unit
- ▼ Marine Services Unit
- ▼ Medical Services Unit
- ▼ Microcomputer Database Development Unit
- ▼ Micrographics Unit
- ▼ Missing Persons Unit
- ▼ Motor Vehicle Racing Control Unit
- ▼ Narcotics and Organized Crime Bureau
- ▼ Office of Professional Standards
- ▼ Office of Emergency Telecommunications Services
- ▼ Official Corruption Unit
- ▼ Organized Crime Unit
- ▼ Patrol Support Bureau
- ▼ Planning Bureau
- ▼ Police Science Unit
- ▼ Private Detective Unit
- ▼ Programming Unit
- ▼ Public Information Unit
- ▼ Racetrack Unit
- ▼ Radio Electronics Maintenance Unit
- ▼ Radiological Emergency Response Planning and Technical Unit
- ▼ Records and Identification Section
- ▼ Records Management Unit
- ▼ Recruiting/Museum and Learning Center Unit
- ▼ Research and Development Unit
- ▼ Response and Recovery Unit
- ▼ Social Science Unit
- ▼ Solid Hazardous Waste Unit
- ▼ Special Investigations Unit
- ▼ State Governmental Security Bureau
- ▼ State Bureau of Identification
- ▼ Street Gang Unit
- ▼ T.E.A.M.S. (Technical Emergency and Mission Specialists)
- ▼ Telecommunications Unit
- ▼ Traffic Bureau
- ▼ Training Bureau
- ▼ Uniform Crime Reporting/ Crime Statistics
- ▼ Victim Services Unit

## **For More Information**

Contact the Division of State Police at  
609-882-2000, extension 6400  
or call toll-free: 1-877-NJSP-877.

More information is also available on the New Jersey  
State Police website at: [www.NJSP.org](http://www.NJSP.org)

